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Separate paging is given to this part in order that it may be filed as a separate compilation

PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act
LABOUR, SKILL DEVELOPMENT AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, Dated the 5th May, 2022.

Minimum Wages Act, 1948.

NO.KHR/2022/55/LVD/10/2022/18/M2: The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of section 3 read with clause (i) of sub - section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948) (hereinafter referred to as " the said Act "). for revising the minimum rates of wages payable to the employees employed in the scheduled employments specified in part-I of the Schedule appended to the said Act, as specified in the list of Scheduled employments annexed to this notification ("hereinafter referred to as the said scheduled employments") in the whole State of Gujarat", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

2. Any objections or suggestions which may be received by the Deputy Secretary to Government, Labour, Skill Development and Employment Department, Block No.5, 6th Floor, Sachivalaya, Gandhinagar from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

Minimum Wages Act, 1948. NO.KHR/2022/55/LVD/10/2022/18/M2: In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948) and in supersession of the Government Notification. Labour and Employment Department No. KHR/2014/188/LVD/10/2013/575849/M(2), dated 26th December, 2014, the Government of Gujarat hereby revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat as follows:-

(a) The basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of zones specified in the said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof : and

(b) a special allowance, and directs that so long as this notification is in force, the rates of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that

(i) for the rise of every five points over the cost of Living Index Number 7270 or over any such number which is greater than 7270 applicable to the employees in the said scheduled employments, special allowance payable in addition to the basic rate of wages shall be Rs.0.20 paise per day or Rs.05.20 per month;

(ii) for the fall of every five points below any cost of Living Index Number which is not less than 7270, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.05.20 per month;

Provided that the rates of special allowance shall be first adjusted at the interval of the period of six months commencing from the 1st October or as the case may be the 1st April, the prospective month of that particular year.

SCHEDULE

Sr.No.	Classes of Employees	Rates payable per day (Rs).	
1	2	3	
		Zone -I	Zone - II
I	Skilled	474.00	462.00
II	Semi-Skilled	461.00	452.00
III	Un-skilled	452.00	441.00

Note: Please refer Annexure for details of employees belongs to particular class (i.e. Skilled, Semi-skilled and Un-skilled) of particular scheduled employment.

Explanation for the purpose of this notification:

(1) (a) Zone I shall comprise the area in the State of Gujarat within the limits of the Municipal Corporation as constituted under the Gujarat Provincial Municipal Corporation Act, 1949 and the areas within the limits of the Municipality as constituted under the Gujarat Municipalities Act, 1963 and the areas falling within the jurisdiction of concerned Urban Development Authority and Nagar Palika.

(b) Zone-II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number of hours of work which constituted normal working day, shall not be less than the daily wages fixed for the class of employees to which he belongs.

- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) The employees employed on part-time basis shall be paid fifty percent of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male, female and transgender employees should be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be seventy five per cent of the minimum rates of wages and special allowance fixed for the class of employees to which he belongs for the first three months. After three months he shall be paid in full.
- (9) Labour and Employment Department Notification No.KHR/30-MWA-1097-833-M(2) dated 23rd January, 2001 is applicable to employment in any residential hotel, restaurant or eating house covered under The Gujarat Shops and Establishments Act, 2019 for computation of cash value.

ANNEXURE	
LIST OF SCHEDULED EMPLOYMENTS	
1. Employment in Automobiles Repairing, Workshops and Garages	
Skilled	Manager, Supervisor, Cashier, Forman, Accountant, Mechanic, Electrician
Semi-skilled	Garage / Work shop In charge, Assistant Mechanic, Sales man, Fitter, Turner, Tinsmith Welder, Black smith, Painter, Tool Clerk, Colour man, Clerk, Clerk-typist, Typist, Driver,
Un-skilled	Helper, Cleaner, Watch man, Greaser, Attendant, Sweeper, Coolie, Mazdoor, Peon.
2. Employment in Bakeries	
Skilled	Mistry (Daught man), Bhartiwala, Truck Driver or Motor Driver, Delivery Van, Manager, Clerk cum typist, Cashier, Steno-typist
Semiskilled	Gullawala, Totat (Tolat), Cut Piecer (Bread Cutter), Deliverian (Delivery man) Rickshaw Driver
Unskilled	Patrawala, Helper, Peon, Office- Boy, Sweeper, Packer, Watchman.
3. Employment in Bobbin Industry	
Skilled	(A) Mistry, Electrical Supervisor, Mechanical Supervisor, Manager, Accountant. (B) (1) Employees doing the work of joining and grinding band saw blades. (2) Employees doing the work of cutting wood on land saw machine according to the required size. (3) Asstt. Mistries and supervisor who look after the overall work of the Department and maintain the quality of good produced under the instruction of the department Mistry. (4) Electrical wireman, Turners and Mechanical Fitters working under the instructions of the mechanical supervisor, Motor Drivers, and Truck Drivers, Clerks, Timekeepers, Storekeeper, Cashier, Telephone Operator, Machineman or Machine Operator, Moulder.
Semi-skilled	(A) (1) Employees engaged in testing of all types of the finished bobbins. (2) Employees engaged in cutting grooves on the cutter machine on all types of bobbins or rings and wood.

	<p>(3) Employees engaged in finishing of all types of bobbins on the finishing machine.</p> <p>(4) Employees engaged in semi finishing of all types of bobbins on turning machines and copying machines.</p> <p>(B)</p> <ol style="list-style-type: none"> (1) Employees engaged in fitting pressing and punching all types of rings on all types of bobbins. (2) Employees engaged in painting all types of bobbins under the instructions of Mistry. (3) Employees engaged in oiling and greasing. (4) Employees engaged in preparing all types of bobbins (5) Employees engaged in preparing grooves on rings and shields of all types of bobbins on cutting machine. (6) Employees engaged in centering of all types of bobbins. (7) Employees engaged in roughing of all types of bobbins on roughing and turning machine. (8) Employees engaged in reaming of all types of bobbins. (9) Employees engaged in drilling of all types of bobbins on drilling machineset by the mistry. (10) Employees engaged in seasoning of wood. (11) Employees engaged in cutting pieces from wooden stripes asperinstructions the mistry. (12) Employees engaged in pulling the wooden log opposite the wood cutter on the hand-saw machine. (13) Employees engaged in railing and pressing of all types of bobbins on the railing machine.
Un-skilled	<ol style="list-style-type: none"> (1) Weeper, Watchman, Office-boys, Handcart worker, Water man. (2) Employees engaged in loading and unloading goods in trucks. (3) Employees engaged in the movement of raw material and finished products in the factory. (4) Employees engaged in feeding and removing wood on the hand saw machine.
4. Employment in Bone crushing Industry	
Skilled	Manager, Head Supervisor, Supervisor, Foreman Engine cum Motor-man, Motorman, Engine Driver, Clerk, Cashier, Boiler, Attendant Truck Driver, Machine Operator, Cook (Male / Female)
Semi-skilled	Bone Breaker, Bags Carrier, Bone Feeder Bags Sticher, Loader.
Un-skilled	Basket Carrier Bone Metal collector Mazdoor Peon.
5. Employment in Cement Prestressed products Industry	
Skilled	Pipe Moulder (Spun Pipe), Foreman, Vibrator runners, Wire stretcher, Pressman (Tiles), Engine Driver, Truck or Motor Drivers, Welder, Turner, Fitter, Blacksmith, Mason, Mechanic

Semi-skilled	Concrete mixture maker. Cage maker. Wire cutter. Colour mixture. Grinding mill-man. leveling machine-man. polishing machine-man. persons employed in arrange stencil wire on mould plate.
Un-skilled	<p>(1) Persons employed in odd jobs like lifting of pipes or poles of cranes from runners to curing tanks.</p> <p>(2) Removal of pipes or poles from tank to the storage place.</p> <p>(3) Loading or unloading the materials on trucks.</p> <p>(4) Gringing sand, cement etc. for preparing concrete mixture.</p> <p>(5) Tile washing. Stone or marble treaking. peons, Malis and sweepers.</p> <p>(6) Putting tiles into curing tank and removing them thereafter and stocking them on sites.</p> <p>(7) Persons doing pre-cast work concerning jalis, slabs, benches, flower pots, pillars and such other items.</p> <p>(8) Persons doing miscellaneous coolie works.</p>
6. Employment in the Maintainance of Buildings and Employment of Construction or Maintenance or Road of in Building operations.	
Skilled	<p>Skilled A</p> <p>Carpenter with his tools. Blacksmith with his tools, Mason with his tools, Plumber with his tools, Stone cutter with his tools.</p> <p>Skilled B</p> <p>Assistant Carpenter, Assistant Blacksmith. Assistant Mason. Assistant Plumber, Tapkar with his tools. Glazer with his tools, Tinsmith with his tools. Road Roller Driver, Truck Driver, Foreman, Sarang or Tindal (Tindal) Painter (Decorator) Oil painting etc.. Head Fitter, Mechanic, Mistry, Electrician. Clerk and Munim</p>
Semi-skilled	Foreman, Cleaner, Asphalt Sprayer. Mukadam. Miner or Blaster, Navghani. Colour Washer. White Washer. Tin Tenner. Bar Bender. Oilman, Engine Driver. Pump Operator, Pump man. Fitter. Swayer, Wireman, Mixture Driver, Glass Fitter. Welder. Telephone Attendant. Assistant Electrician.
Un-skilled	Mazdoor, Chokidar, Mali. Sweeper, Below-U-Boy.
7. Employment in any Cotton Ginning or Cotton Pressing Manufactory	
Skilled	Engine Driver, Fitter, Turner. Electrician. Blacksmith, Boiler Attendant. Carpenter, Cobbler, Manager, Supervisor
Semi-skilled	Fireman, Wireman, Valyeman or Half Pressman, Finisherman, Openerman, Accountant, Clerk. Roller Cutter, Number Marker, Press Mukadam, Gin Mukadam. Oilman, Coalman. Dubali. Labadi-Ghati, Tolwala, Bardan Sticher.
Un-skilled	<p>Unskilled (Heavy)</p> <p>Cotton Fetcher, Cotton Carrier, Cotton Seeds (Kapasias), Cotton Filler.</p> <p>Unskilled (Light)</p> <p>Pavawala, Charakhawala, Cotton Cleaner or Pumdawala, Cotton Zudawawala, Chokidar, Peon, Sweeper, Bardan Cutter</p>

8. Employment in any dispensary of a medical practitioner or in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical or pathological laboratories included in the employment in the Hospitals and Nursing Home.	
Skilled	Laboratory technician (Educational qualifications Graduate and trained), X-Ray technician (Educational qualification Graduate and trained)
Semi-skilled	Clerk-typist, laboratory technician (unqualified) X-Ray technician (unqualified), Steno-typist, Nurse / Nurse / Nurse Midwife Physiotherapy technician, Compounder, * Pharmacist (educational qualification B. Pharm or D. Pharm; registered; having experience of ten years or more
Un-skilled	Compounder (untrained) Dresser, Boy, Ayah, Peon..
9. Employment in Drilling Operation and maintenance of Tube wells.	
Skilled	Driller, Errection Forman, Auto Forman, Bhisti with his own Bags, Turner, Assistant Fitter, Assistant Errection Forman, Assistant Auto Forman, Auto Electrician, Auto Fitter, Electrical Forman, Mechanic Grade I and II, Electrician Grade I, Auto Fitter Grade I, Turner Grade II.
Semi-skilled	Air compressor Operator Grade I and II, development Unit Operator, Driver (Truck, Jeep and Tractor) Generator Operator, Solder man, Tool Attendant, Engine Pump Operator, Carpenter, Mason, Painter, Plumber Grade I, Auto fitter grade I, Electrician Grade-II, Fitter Grade II
Un-skilled	Helper Grade I and II, Oil man Grade I and II, Plumber Grade II, Carpenter Grade II, Turner Grade II, Generator Operator Grade III, Mechanic Grade III, Painter Grade II, Store Attendant, Labour Cleaner
10. Employment in Electronics and Allied or Incidental Industries.	
Skilled	Head Wireman, Turner, engineer, Fitter, Designer, Cabinet Fitter, Moulder Machine man, Forman, Driver, Tester, Telephone Operator, Mechanic, Electrician, Winder, Assembler, Carpenter, Supervisor (Quality Control) Accountant, Head Cashier, Head Clerk, Store Keeper.
Semi-skilled	Coil winder, Transformer winder, Decorator, Draftsman, Solder man, Control Panel Attendant, Can Fitter, Wireman Panel Board Wireman, Clerical Staff, Assistant Die-fitter, Assistant Turner, Assistant Fitter, Assistant Designer, Assistant Technician, Assistant Painter, Assistant Carpenter.
Un-skilled	Faras (Jhadoowala), Sweeper, Watchman, Helper, Peon, Waterman, Gardener / Mali, Cleaner.
11. Employment in Film Industry including employment in Production, Distribution and Exhibition of Films	
Skilled	Manager, Accountant, Stenographer, sound Attendant, Camera man or Camera Incharge, Setting Master or Setting Supervisor, Studio

	<p>incharge. Carpenter, Wireman, in Studio, Painter, Light man, of Light Attendant.</p> <p>Manager, Public Officer or Publicity Manager Manger. Public Officer or Publicity Manager. Assistant Manager, Assistant Accountant, Assistant sound Attendant, Assistant camera man or Camera Incharge. Assistant Setting master or setting supervisor, Assistant Studio Incharge, Assistant Carpenter, Assistant Painter, Assistant Wireman in Studio, Assistant Light man or Light Attendant, Store Keeper, Driver, Clerk-Typist, Head Watchman, Assistant Manager, Head Operator or Chief Operator or First Operator, Head Air Conditioner Operator, Supervisor, Stenographer, Cooling Plant Incharge, Assistant Manager, Head Operator or chief Operator or First Operator, Head Air Conditioner Operator, Supervisor, Stenographer, Cooling Plant Incharge</p>
Semi-skilled	<p>Jhadoo-wala (Sweeper), Gardner, Assistant Watchman, Peon Helper, Labourer</p> <p>Assistant Operator or Second Operator or Third Operator, Assistant Air Conditioning Operator Wireman, Booking Clerk, Carpenter or Tinsmith or Upholsterer, Clerk or Accountant clerk or publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plan incharge, Assistant Cooling Plan In charge.</p> <p>Assistant Operator or second Operator or Third Operator, Assistant Air Conditioning Operator, Wireman, Booking Clerk, Car-painter or Tinsmith or Upholsterer, Clerk or Accountant Clerk or Publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant Incharge, Assistant Cooling Plan Incharge Painter or Artist, Winder or Rewinder, Cabin Boy or Forth Operator, Store Keeper, Forman, Tent Master, Boor Keeper, Watchman, Liftman.</p> <p>Painter or Artist, Winder or Rewinder, Cabin Boy or Fourth Operator, Store Keeper, Forman, Tent Master, Door Keeper, Watchman, Liftman.</p>
Un-skilled	<p>Oilman, Sweeper, mali (Gardner), Peon, Cycle Stand Boy Messenger, Announcer or Policewala, Cart man or Poster man or Rickshaw Driver, Hand Bill Boy.</p> <p>Oilman, Sweeper, Mali (Gardner), Peon, Cycle Stand Boy Messenger, Announcer or Policewala, Cart man or Poster man or Rickshaw Driver, Handbill boy.</p>
12. Employment in Fisheries Industries	
Skilled	Supervisor, Processing Supervisor, Processing Assistant, Store Boy, Grader, Clerk, Typist, Clerk cum typist
Semi-skilled	Washer, Peelers, Packers.
Un-skilled	Peon, Watchman, Mazdoor, Helper.
13. Employment in Forestry and Timer Operation other than those carried on by a Farmer or on a Farm as incidental to or in conjunction with Farm Operations	

Skilled	Labour engaged in the Measuring of timber and the Numbering of timer.
Semi-skilled	Semi-skilled Labour engaged in the Falling of trees, Fashioning and charcoal manufacture (heatening)
Un-skilled	Labour engaged in the preparation of rabs. cross cutting, fire tracing, the loading and unloading, the preparation of kacha roads, the preparing mounds, the collection of bamboos, the cutting of bamboos, the preparations of bounderies, a digging of pits and the manufacturing of charcoal (Workers except Headman). Labour engaged on transport (Vahru karnar) (Wages to be paid at double rate because of the job is done with bullocks.) Mali and watchman.
14. Employment in Hosiery Industry	
Skilled	Accountant, Supervisor, Salesman, Knitting Master, Machine Operator, Dyeing Master, Bleaching Master, Printing Master, Chief Boiler Attendant, Chief Wireman, Cutting Master, Mechanic Master, Stiching Master.
Semi-skilled	Wrapper, Wiver, Knitter, (Sarcular Machine) Asstt. Dyeing Master, Asstt. Bleaching Master, Asstt. Pinting Master, Asstt. Mechanic, Wireman, Shaper Cutter (Machine) Cutter, Overlock Machine man, Flat Machine man, Ironingman, Pressman.
Un-skilled	Peon, Watchman, Sweeper, Helper, Gadikarnar, (Gadiman) Taka Kamar./ Tankiman. Neck Cutter, Dhagha Cutter, Labller, Box Packer,/ Packer.
15. Employment in Hospitals and Nursing Home.	
Skilled	Office Superintendent, Senior Accountant, Head Clerk, Cost Accountant, Store Officer, Senior Officer, Epidemiologist Cum Sanitary Supervisor, Junior Scientific Assistant, Research Assistant, Stenographer, Senior Electrician, Matron, Ward Sister or Ward Incharge (R.N. and R. M.), Assistant Matron (R.N. and R.M.) Dietician (Post Graduate Qualification), Sister Tutor, Public health nurse (P.H.N. Diploma Holder), Laboratory Technicians (Educational Qualification Graduate and Trained) Assistant Store keeper, Senior Technical Assistant, Electrician Mechanic, Chemical Assistant, Bacteriological Assistant, Medical Social Worker, Public Health Nurse, Clerk-typist, Steward, Laboratory Technician, Steno-typist, Store Inspector, Dietician, Treatment, Organizer Nurse/ Nurse Mid Wife / Staff Nurse, Operation Theatre Nurse, Physiotherapy Technician, Pharmacist, Health Visitor, Compounder, Radiogram Operator, Ward Sister or Ward Incharge, Store keeper.
Semi-Skilled	Auxiliary Nurse / Mid Wife, Laboratory Assistant, Tailor, Washerman (Dhobi), Barber, Driver, Obstratician (Trained), Telephone Operator, Dresser, Theatre Assistant, X Ray Assistant.
Un-skilled	Nayak, Cleaner, Ward Boy, Record Keeper, (Daftari), Gardner, Laboratory Assistant, Ayah, Scavenger, Metrani, Kitchen Assistant, Chowkidar, Theatre Attendant, Telephone Attendant, X Ray Peon.

	Stracher bearer, Mazdoor, Post Mortem Poen, Messman, Peon, Laboratory Peon, Cook, Liftman.
16. Employment in Industrial Engineering Establishments (other than automobiles repairing Workshops and Garages) Employing less than 50 workers.	
17. Employment in Industrial Engineering Establishments (Other than automobiles repairing workshops and garages) employing fifty or more workers engaged in the manufacture of shioning, reconditioning, assemblies or repair or goods or articles or iron, steel and non-fessous metals or alloys by the use of any machine, or tools, including foundries, forgoing plants and extrusion plants which produce for manufacturing, assembling and repairing establishments and workshops.	
Skilled	
Semi-skilled	
Un-skilled	
18. Employment in Khandsary Industry.	
Skilled	Foreman, Mechanical Supervisor, Mistry, Mechanic, Chemist, Cane Crusher Driver, Mechanic Driver, Settingmen, Welder, Electrician, Carpenter, Blacksmith, Turner, Bhatti repairer, Fitter, Pumpmen.
Semi-skilled	Fieldman, Sulpherman, Sulperation, Sulphero Dayaction Mat, Patti Karaguard and Cutting, Oilman, Assistant, Mechanic, Karegaer, Bag Filler, Pump Attendant, Sentrifuming, Fireman.
Un-skilled	Helper, Mazdoor, Cane Carriers, Removing Bagges, Firewood Grinder, Canefider, Bag Filler.
Office Staff	Manager. Accountant, Purchaser, Cashier, Time Keeper, Clerk, Clerk cum Typist
19. Employment under any Local Authority Employment of any Municipal Corporation constituted under the Bombay Provincial Municipal Corporations Act, 1949 (Act No. LIX of 1949).	
20. Employment under any Local Authority in Municipality or Nagar Panchayat constituted under the Gujarat Municipalities Act, 1963 (Gujarat Act No. XXXIV of 1964) and the Gujarat Panchayat Act, 1993 (Gujarat Act No. 18 of 1993)	
21. Employment under any local Authority Gram Panchayat constituted under the Gujarat Panchayat Act, 1993. (Gujarat 18 of 1993).	
Skilled	Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mascon, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolly Driver, Nurse, Operator, Pattern Maker, Radiogram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steem Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre

	<p>Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Crane, Electrical Motor Mechanic Grade I, Mechanical Electrical Meter Grade III, Inspector, Mechanical Cycle, Moulder Assistant, Polisher, Regulator 'A' Class, Sawyer Machines, Supervisor Driving, Kinsmen Grade I and II, Tinsman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant, Matriculate</p> <p>Non-Matriculate</p> <p>Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record keeper, Tracer, Typist, Secretary, Cashier and Accountant, Octroi inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market Recovery Clerk, Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and Inspector(Market), Mustering Karkun, Profession Tax Clerk, Profession Tax Inspector (Non-Qualified), Road Karkun, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant, Class A: Junior Trained Teachers</p> <p>Class B : Voluntary Teachers</p>
Semi-skilled	<p>Barber, Basket Maker, Bouquet Maker, Camel Keeper, Camp Master, Cart Driver, Chavivala, Cleaner, Cook, Cook's Mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head man, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat), Label Writer, Lamp Lighter Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger, (with cycle), Messman Meter Reader, Money tester, Mochis, Mortuary attendant or morgue attendant, Motor attendant, Nawghani, Nawghani Mukadam, Nuisance Jamadar, . number taking motor inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pump man, Sarang, Scarirs (Mukadam) Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels, Turn Cock (For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuseman, Greser, Inspector, Meter, Jointer Improver, Lointer male, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade II, Car Washer Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic "C" class</p>

	Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook(canteen).
Un-skilled	Ambulance Bearer, Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhisti, Blegari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remoshi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dresser, Dust-bin Stand Cleaner, Female Ward Attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaladar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bungalow Keeper, Kamgar, Kamgar for Ground and for Road, Kitchen Attendant, Laboratory Attendant, Laboratory Labourer, Labourer Servant, Laboratory Boy, Marking Hamal, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka Sepoy, Motor Loader, Night Maid, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and watchman, Porter, Post Mortem Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (Man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolyman, Watch and Ward Peon, Watchman, Water Carrier, Water men, Water Women, Ward Boy, Canteen Boy, Ghatty, Hammerman, Head Hamal, Head Sepoy, Mukadam Freight Wagon, Mukadam Mainns, Office Coolie, Poleman, Road Boroom Maker, Sepoy Signalman, Watchman Permanent Way, Sweeper, Scavenger.
22. Employment in any manufacturing Process wherein "Manufacturing Process" as defined under Section 2 (K) of the Factories Act-1948 is carried out and which is not covered under any entry in part-I and II of the Schedule	
Skilled	Accountant, Clerk, Cashier, Bill Maker, Storekeeper, Time Keeper, Clerk cum Cashier
Semi-skilled	Asstt. Operator, Sorter, Asstt. Wireman Grade-B, Turner Grade-B, Fitter Grade-B, Kantawala, (One who weighs mixing benches) Mukadam, (Mixing Department) Assistant Machine Operator, Asstt. Fitter, Asstt. Wireman, Helper, (one who helps to make Emery stone and prepares powder), Asstt. Sorter, Asstt. Grinder, Peeler, Washing Machineman, Talvawala, Asstt. Flour Kneader, Kachori-Samoso Maker, Tin Packer, Micro-pulveriser Operator, Blender Operator, Filling Machieman, Mixing Machine Operator, Scent Spreyer (One who dips in liquid.)
Un-skilled	Majoor, (Labourer) Watchman, Oilman, Machine Labourer, Colour Carrier, Packer, Staker, Charnawala, (One who shifts), Attendant, Hand Mill or Mechanical Grinding Mill, Hamal, Miscellaneous Labourer, Packingwala, Bottle Cleaner, Labeller, Bottle Filler.
23. Employment in any Oil Mill.	
Skilled	Engineer, Boiler attendant, Engine Driver, Fitter, Blacksmith, Turner, Electrician, Welder, Carpenter, Chemist, Machine Operator,

	Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent Head Clerk, Cashier, Karkun, Typist
Semi-skilled	Oilman, Fireman, Canboy (Ketaliwala) Expellorman, Filterman, Mukadam
Un-skilled	Thappiwala, Gunnybag Filter, Gunnybag Sticher, Kadiwala, Mazdoor, Hamal, Machine Cleaner, Cleaner of Factory, Machine Feeder (Orulla), Baharawala, Peon, Employees employed on cleaning, spreading, drying and of slaving oil seeds.
24. Employment in Petrol and Diesel Pumps.	
Skilled	Manager, Head Cashier,
Semi-skilled	Pump Attendant, Accountant, Clerk, Bill Clerk, Cashier, Typist
Un-skilled	Helper, Watchman, Peon
25. Employment in any Pharmaceuticals Industry.	
Skilled	Chemist, Stenographer, Manager, Chief Accountant, Machine Maintainer, Sales Supervisor, Sales Representative, Packing Supervisor, Time Keeper, Bazar Clerk, Accountant Clerk, Cashier, Ughrani Clerk, Bill Clerk, Bill Preparer, Typist, Store Keeper, Driver, General Clerk, Machine Supervisor.
Semiskilled	Bottle Filler (Syrup), Bottle Checker (Syrup), Label Stamper (Syrup), Tablet Compressing Attendant, Coater (Tablet), Polisher (Tablets), Stripe Packing Supervisor, Capsule Filler, Capsule Sealer, Ointment Filler, Mixing Attendant (Injection), Sterilising Attendant (Injection), Checker of Injection Bottles, Mixing Attendant (Syrup), Mixing Attendant (Tablets), Stripe Packer, Mixing Attendant (Capsules), Packer (Capsules), Mixing Attendant (Ointment), Bottle Washer (Injection), Bottle Filter (Injection), Raw Material Processor, Vanspati Grinder, Avleh Preparer Syrup Processor, Oil Processor, Extract Processor, Tablet preprer from Ras, Goods Sorter as per Order, Goods Checker as per order, Packing Memo Clerk, Coupy Pakva and Ras Preparer, Asav Boiler, Extract Drawer, Tablets Weighter, Weighter Attendant, Bottle Filling Machine Operator
Un-skilled	Bottle Bag Opener, Bottle Drying Attendant, Syrup Attendant, Filtering Attendant, Bottle Capping Attendant, Label Paster, Bottle Sealer, Bottle Packer in Cartons and also Dozens and Cases, Bottle Carrier (For Ware Housing, Granule Process Attendant, Granule Drying Attendant, Table Stripe and Bulk Packer, Ointment Tubes Sealing Attendant, Helper, Peon, Cleaner, Weighting Helper, Box Packing Helper, Store Coolie, Hand Loriwala, Paharewala / Watchman, Vanspati Cleaner, Vanspati Siever, Vanspati Mixing Attendant, Manufacturer Process Attendant as per Formula, Asav Filtering Attendant, Pills Manufacturing and cutting Attendant, Pills Separator (Khalchuntnar), Bhashma Manufacturing Attendant, Cleaner, Crusher, Furnace Attendant, Pills Mixture, Ointment Attendant, Bottle Cleaner for filling Liquid.

26. Employment in Plastics Industries	
Skilled	Supervisor, Accountant, Boiler Attendant, Chemist, Cutting and Sealing Operator, Machine Operator
Semi-skilled	Assistant Operator, Moulder, Grinder, Machine man, Turner, Fitter, Finishing Machineman
Un-skilled	Packer, Mazdoor, Labourer, Helper, Sweeper, Cleaner, Watchman, Peon.
27. Employment in Potteries Industry.	
Skilled	Mistry-Mechanic, Mistry-Carpenter, Pattern and Frame Maker, Potters (Makers of jars, Batteries and Butlar, (30 Ltr. And above), Die Makers, Head Moulder (Foundry), Mistry-Turner, Mistry-Blacksmith, Supervisory and Clerical Staff
Semi-skilled	Wireman, Turner, Fitter, Blacksmith, Mason for new Trolley Building and Klin repairs, Sanitaryware Case Moulder (Plaster of Paris), Name Writer, View Decoration, Luster and Colour Decoration, Tunnel Attendants, Potters (8 Lbs and above but below 30 Lbs, Barni Battery and Iota Makers), Shappers, Planners, Welder, Moulder (Foundry), Engine Driver, Flate Maker, Gold Line Maker (Decorator), Sanitaryware Casters (Big Pieces), By Colour Lining on Cup-Saucer, Designer Stamer, Glazer (Cup-Saucer) 45 by dipping and Sparying), Stoneware Pipe Turner, Finishers (Fire Bricks), Fire man down Dsraft Kiln), Laboratory Attendant, Machine man (Plaster Mixing), Compressor Pumpman, Sanitaryware, Crockery, Loaders in Turner Kiln and Down Draft Kiln, Fitters Press Main Person, Tile Semi-automatic Press Operator, Tiles Painters (Painting by hand, Brush and Screen Painting and Emboss Painting, Oil Pump Attendant, Glazer (Jar), Checker (Sanitaryware, Jar), Finishers (Cup-Saucer, Fire Bricks), Porter (Sanitarware, Tiles, Refractories, Crookery), Packer, (Sanitaryware, Crockery), Pug-mill Attendant Main Person, Caster of Trap, Soap Dish, Ash-tray, Tea-set and small articles, Chakadia (8Lbs. And Below Jar and Batla Maker), Lid Maker, Maker (Chakada), Lid Maker (Screw Press), Vatkas and Daba Maker, Transfer Stickers on Crockery and Glazed tiles, Saggur Makers (On Chakada), Saggur Maker (On Hand Press), Handle Stickers to Cups, Handle Stickers to Jars.
Un-skilled	Pottery Mazdoor (Helpers and Carriers Blunger and Cylinder Loaders, Lata Polisher, Brick Makers on Screw Press and Automatic Press, Stone wares and Porcelin Pipe Makers and Glasers, Crookers Biscuit Loaders and un-loaders, Tiles Glazing Machine Workers, Glazed Tiles Automatic Press Workers, Cup-Saucers and Similar pieces mould makers, Glazed tiles loading in crates and wire Packing, Stamping on Glazed Tiles, Bricks and Jar Packers, Handle Casters and Finishers
28. Employment in any Power loom Industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing or similar processes are carried on.	

Skilled	Clerk, Jobber, Fitter, Weaver, Wrapper, Front Sizer, Drawer Wireman, Boiler Attendant
Semi-skilled	Winder, Reacher, Thrower, Finishing Machine man, Thread Sizer, Back Sizer, Folder.
Un-skilled	Mazdoor, Labourer, Helper, Sweeper, Cleaner, Wraft distributor, Oiler, Waterman, Peon, Watchman.
29. Employment in Pre-weaving and Textile Processing Industry in which any the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing, merricising, printing or glazing of yarn cloth or articles made of cloth or any process incidental or supplemental thereto	
Skilled	Machine Operator, Jobber Colourman, Fitter, Electrician, Stamper, Folder, Wireman, Boiler Attendant, Carpenter, Printer, Kunjawala, Checker, Harish Stander, Machineman, Calendar Machineman, Soucharman, Polomising, Machineman, Finishingman, Steam Finishingman, Zero Zora Machineman, Rottery Machineman, DyeingRange Machineman, Gigger Machineman, Store Keeper, Cashier, Head Jamadar, Fireman.
Semi-skilled	Sticherman, Packer, Belt Operator (Patta chalawanar), Bundler, Assistant Printer, Assistant Stamper, Cutterman, Helper (Assistant of skilled workers), Telephone Operator, Time Keeper, Godown Keeper, Assistant Machineman, Ugharani Karkun, Gate Keeper.
Un-skilled	Mazdoor, Coolies, Sweeper, Cleaner, Watchman, Pumpman, Fire Coolies
30. Employment in any Industry in which any process of printing by Letter press Lithography, photo graver or other similar work or work incidental to such process or Book Binding is carried on.	
Skilled A	Lino-Type Operator, Camera Operator, Tri-colour-Etcher or Multi Chome Etcher, Rotary Pressman, Commercial Artist or Designer, Litho-Artist or Calligrapher, Negative-positive Retouched, Off-set Printer, Stenographer, Tele-printer Operator, Qualified Accountant, Cashier, Lod-low Operator, Mono-Type Key Board Operator, Proof Reader, Multi-Colour Proof Printer, Litho Off-set Transfer Printer, Off-set Plate Maker, Litho-Off-set Copy Paster, Re toucher or Toucher, Photo-graver Etcher, Photo-graver lay-outman, Litho Plate Bed Printer, Punch Maker, Envelop Machine Man, Die Maker, Embossing Machine man, Mechanic, Electrician, Steno-Typist, Binder (Volume and Vedger), Block Maker, (integrated), Compositor (Display and Page making), Off-set Plate Maker, Exercise Book Machine man, Head Clerk, Forman, Supervisor or Section Head Cylinder Pressman (Automatic), Matrix Maker, Book Case Machine man.

Skilled B	Imposer, Mono-type Caster, Type Caster, Stereo-Type or Stereo Caster, Stereo Bencher cum Mounter, Line-Estcher, Half-tone Etcher, Transfer Printer (Blocks), Engraver, Router, Mounter, Cylinder Pressman (Hand fed), die Stamper or Die Plate Printer, Gilder, Inter-Lay-Cutter, Cutter or Giloti man, Carpenter, Driver, Store or godown Keeper, Clerk, Time-Keeper, Typist, Telephone Operator, Addressing Machine man, Cylinder Grainer, Copy Holder, Trade Pressman or plate man, Binder, Sewing Machine man, Folding Machine man, Ruling Machine man, Box Puncher, Scorer or Bender, Hand Box or Envelope Maker, Accountant, Compositor (Correction), Super type caster, Super type caster, Foundry man (Integrated), Platen Pressman (Automatic), Number Setter, Three Knives Trimmer, Assistant Artist, Numbering Machine man, Assistant Machine man,
Semi-skilled:	Distributor, Assistant Camera Operator, Assistant Transfer Printer, Assistant Etcher, Letter Press Cylinder Feeder, Counter, Letter Press Plate Feeder, Checker, Number or Paging man, Packer, Assistant Embossing Machine man, Assistant Toucher, Assistant Copy Paster, Off-set feeder, FlatBed Feeder, Varnisher, Wax Machine man, Cold Powderer, Wireman, Type Cutter, Compositor (Running), Lineroller, Proof Puller or Galley Pressman, Type Dresser, Roller Make or roller Caster, Plate Grainer or Grinder, Ink Ginger, Knife Sharpeners, Wire Sticher, Perforator, Label Puncher, Rulling Feeder, Beening man, Metal Caster or lead Melt, Type or Font Binder, Roller Sticher, Numbering Feeder, Gassing Machine man
	Unskilled Stereo-Baler, rotary-Baler, Cylinder Baler (Photo-graver and letter Press), Hand Folder, Assistant Carpenter, Stone-Grinder, Baler, Helper, Binding Boy, Cleaner, Sweeper, Peon, Messenger, Watchman, Mazdoor, Type Jet Breaker or Polisher.
31. Employment in Public Motor Transport.	
Skilled	Employees by whatever name called doing skilled work of the nature done by Manager, Assistant Manager, Superintendent, Head Clerk, Accountant, Senior Clerk, Driver, Mechanic, Fitter, Turners, Electricians, Checker Supervisor, Tinsmith, Battery man, Vulcaniser, Carpenter, Blacksmith, Artisan, Traffic Controller, Traffic Inspector, Assistant Traffic Inspector, Traffic Checker, Hostes, Instructor, Starter, Vehicle Examiner, Charge man, Body-smith, Assistant Body Smith, Upholsterer, Machinist, Wireman, Welder, Painter.
Semiskilled	Employee's by whatever name called doing same Skilled work of the nature doing by Asst. Junior skilled workers, Conductor, Machine metes, Fitter metes, Greaser, Oiler, Asstt. Artisan, Junior traffic Controller, Hawaldar, Mukadam, Hammer man, Hamal and Employed doing the clerical work
Unskilled	Employees by whatever name doing Un-skilled work .Helper, Washer, Cleaner, Watch man, Mazdoor, sweeper, peons, Khalasi, Tapali, chokidar, Waterman, porter, Gardner, Battery boy, pump operator or other miscellaneous workers

32. Employment in any Pulp & Paper or board Manufactory	
Skilled	Boiler Attendant(Class-I), Electrician, Forman, Machine Operator, Chemist, Department Incharge Supervisor, Draftsman, Finishing House Mistry, Chargemen Instrument Section, Chargemen carpentry Shop, Workshop Chargeman, Chargemen Civil Construction, Chargemen Transport, Chargemen Mechanical, Chargemen Electrical Section, Boiler Attendant (Class II), Digester Attendant, Carpenter, Fitter, Pressman, Wireman (First Class), Mechanic, Welder, Crane Operator, Driver, Plumber, Nurse, Laboratory Tester, Turner, Blacksmith, Painter, Leather man, Finisher, Beater man, Calendar man, Pulper Machine man, Winder (Litter Rewinder machine man), Sorter, Cutter Machineman, Tinsmith, Driller, Shaper, Planner, Evaporator Operator, Recovery Boiler Operator, Roaster and Smelter Operator, Recaustasing Operator, Lime Reburning Operator, Clerical A:Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent / Head Clerk, Cashier, Clerical B:Clerk, Typist, Clerk-cum-Typist
Semi-skilled	Willow man, Pump Attendant, Steam Controller, Gardener, Cooks, Wireman (Second Class), Head Watchman/ Watch and Ward Jamadar, Pulp and Paper Tester, Fireman, Paper and Board Section Machine Attendant, Finishing Plant Attendant, Pump Attendant, Chemical Treatment and Classification Attendant Electrician / Electrical Assistant, Coal Crushing and Oil Burner Attendant, Assistant Turner, Assistant Welder, Assistant Driller, Assistant Planner, Assistant Shaper, Compressor Attendant, Armour man, Wood Grinder Attendant, Hoist Operator, Sample man, Board Finisher, Band Saw Cutter Attendant, Roll man.
Un-skilled	Heavy Duty Labourer, Cross Cutter, Scaler (Kantawala), Chipping Labourer, Digester Labourer, Washing and Cleaning Labourer, Straining Labourer, Knitter, Screening and Cleaning Labourer, Bleaching and Cleaning Labourer, Hydra pulper and Pulper Labourer, Wood Grinding Labourer, Stock Preparation Labourer, Chemical Preparation and Fiber Recovery Labourer, Peter Labourer, Paper and Board Machine Section, Labourer, Kneader Labourer, Finishing Plant Labourer, Sheet and Package Weight Labourer, Label man, Finishing and Packaging House Labourer, Warehouse and Dispatch Labourer, Recovery Boiler Raiser and Smelter Labourer, recausticizing Labourer, Lime Reburning Labourer, Cartman, Chemical Treatment and Classification Labourer, Turbine Distribution Board, Switchgear or Panel Labourer, Maker, Oilman, Mould Sticking Labourer, Saw Grinding Labourer, Laboratory Labourer, Watchman, Mukadam, Fitter Turners Welders Blacksmith, Carpenter and other Labourer, helping such other skilled Employees, Machine Operator and Machine man's Labourer, Colour Waste Paper or Sraw Sorter, Garden Labourer, Band Saw Labourer, Labourer, Peon, Sweeper, Fibre and Dusting Labourer, Waste Paper Labourer, Raw Material Labourer, Bamboo Carrier Labourer, Evaporator Labourer, Material Handling Labourer, Water

	Supply and Treatment Labourer, Coal Labourer. Repair Shop and Maintenance Labourer, Canteen Boy. Office Boy. Guest House Labourer. Store Labourer.
33. Employment in any Residential Hotel, Restaurant or Eating House as defined in Gujarat Shops and Establishments Act, 2019.	
Skilled	Samosawala, Faloodawala, Omletwala, Chef-Tea-Maker, Dhosawala, Tandur Rotiwala, Bhajiwala, Ice-cream Maker, Sweet, Meat or Farsan Maker (Malwala), Wimuman, Head Cook or Cook, Maharaj, Aachari, Ustad, Babarchi, Khanasama. Manager, Accountant, Clerk, Store Keeper (Who keeps the account of the Store), Mistry, Cashier, Supervisor, Receptionist, House Keeper, Head Waiter, Butler, Steward, Head Pantry man, Telephone Operator, Electrician, Carpenter, Tailor, Gardener Who is doing tree work of planting.
Semi-skilled	Assistant Manager, Assistant Malwala, Rotiwala, Chapatiwala, Puriwala, Pantry man who prepares Sandwiches, Toast Etc. Tea and Coffee Maker (Ordinary), Assistant Cook, Market man, Pumpman, Gas Filler, Syrup and lassi-wala and Salesman, Vendor (Keeping Account), Orderwala (Shouting Bills or Writing Bills), Kababwala, Bhelpuriwala
Un-skilled	Gate Boy, Game Boy, Bell Boy, Room Boy, Tea Boy, Glass Boy, Dish Boy, Water Boy, Order Boy, Pantry Boy, Kitchen Boy, Office Boy, Message Boy, Soda Fountain Boy, Billiard Boy, Cleaner, Sweeper, Hamal, Jamadar, Coolie, Mazdoor Chhokara, Platewala, Pani-Kachumerwala, Paniwala, Cupwala, Chowkiwala, Room Boy not doing the work of waiter, Dishwala, Moriwala, Kholiwala, Vasanwala, Dish Filler, Grain Cleaner, Man or Female Miscellaneous Workers e.g. Doing all or some of the jobs of an unskilled nature, Vendors (Ferias) or Babarwalas not working on commission basis and not entrusted with the responsibilities of accounts
34. Employment in any Rice Mill, Flour Mill or Dal Mill.	
Skilled	Engineer, Miller, Supervisor, Turners, Mechanics, Fitters, Engine Driver, Boiler Attendants, Mistries, Carpenters, Carpenters Mistries, Blacksmiths, Measons, Electricians, (with Diploma), Roll Grovers, Machine Operators, Painters Mukadams, Plantmen, Tailors.
Semi-skilled	Oilers, Silkmen, Rollerman, Purifiers, Assistant Fitters, Electricians (without Diploma), Pumpman, Binmen, Motor Attendant, Sewers, Watchman / Jamadars (with training in Fire squads), Mochies, Hammermen, purifiers, Jiggars, Rope Splioers, Washer Machineman.
Un-skilled	Misturers, Packers, Shaftmen, Cleaners, Firemen, Coalmen, Truckmen, Fill Attendants, White Washers (Painter), Watchmen, Jamadars, Hamals, Stackers, Machine Cleaners, Sweepers, Mazdoors.
35. Employment in Roofing Tiles Manufacturing	
Skilled	Mistry, Mechanic.
Semiskilled	Dieman, Fireman, Fitter, Driver, Bhathathi Gothavanar, Electrician, Mukadam

Unskilled	Peon, Watchman, Sweeper, Labeller, Helper, Press Operator, Pag Mill Operator, Blunger Operator, Thelpawala, Finher, Sarvawala (Tiles), Sorter (Kachcha Pakka Tiles), Sarvawala, (Tiles in Bhatti).
36. Employment in Rubber and Rubber Products including Artificial Rubber Products Manufacturing Industry.	
Skilled	Machine Operator, Calendar and Cutting Machine, Press Operator (Vulcanizing), Mixing Machineman, Fitter, Binder, Welder, Carpenter Clerical A:Supervisor, Accountant, Time Keeper, Store Keeper, Stenographer, Cashier, Clerical B:Clerk, Typist, Clerk cum Typist
Semiskilled	Boiler Attendant, Calendar Helper, Mixing Mill Helper, Turner Helper
Unskilled	Mazdoor, Watchman, Sweeper, Peon
37. Employment in Soap Making Industry	
Skilled	Qualified Chemist, Accountant (Book Keeper), Salesman, Driver
Semi-skilled	Furnace man
Un-skilled	All other Workers
38. Employment in Stone Breaking or Stone Crushing Industry	
Skilled	Engine Driver, Fitter, Turner, Molder, Blacksmith, Qualified Wireman, Compressor Driver, Tractor Driver, Clerk, Blasters, Stone Cutter
Semi-skilled	Tapghar (Stone Breaker) Head Lineman (Truck), Mukadam Driver
Un-skilled	Lodders, Falkman, Cleaner, Oilman, Coolies, Pump Attendants, Sweepers, Peons, Office Boy
39. Employment in Sugar Industry.	
Skilled	<p>Highly Skilled</p> <p>Laboratory Bench Chemist, Boiler Attendant, Head Fitter, Draftsman II, Pattern Maker I, Instrument Mechanic (Certificate from I.T.I), Mechanic I.</p> <p>Skilled</p> <p>Pan man, Manufacturing Assistant, Assistant Pan man, Evaporator Operator, Laboratory Assistant, Overseer (Unqualified), Electrician, Armature Winder, Fitter, Turner, Welder, Pattern Maker II, Molder, Line Overseer, Wireman, Machinist, Blacksmith, Head Khalashi, Switch Board Attendant, Engine Driver I, Tinsmith, Coppersmith, Carpenter, Can Unloader Operator, Permanent Way Inspector, Mechanic II, Steam Loco Driver, Driver, Tractor Driver, Trolley Line Mistry, Diesel Loco Driver, Mason, ane Head Clerk, Cane Accountant, Center Incharge, Cane yard Supervisor, Yard Foreman, Wighment Supervisor, Assistant Cane Head Clerk, Share Accountant, Cashier, Sectional Incharge, Stenographer Grade I and II, Store Keeper Grade-I, Head Time Kewper Grade-II, Security Officer Grade I, Sugar Godown Keeper Grade II, Assistant Store Keeper Grade III, Assistant Godown Keeper III, Security Inspector Grade III, Sanitary Inspector Grade III, Typist, Time Keeper, Tracer, Daftary, Compounder Nurse, Midwife, Accounts Clerk, Time Office Clerk, Building Labour , Time Keeper, Sales Incharge, Cane Inspector, Assistant Cashier, Supervisor Grade</p>

	III. Challan Incharge, Store Purchaser Grade III. Railway Clerk, Sugar Godown Clerk, Store Clerk, Sales Clerk, Payment Clerk, Record Keeper, Telephone Operator, Job Clerk, Manufacturing Engineering Clerk, Building Clerk, General Clerk, Weigh man Clerk, Sheet Writing Clerk, Tool Room Clerk, Receipt and Dispatch Clerk, Stationery Clerk, Sugar House Clerk, Canteen Clerk, Gate Clerk, Tally Clerk, Token Clerk, Purja Clerk, Checker Fuel Clerk, Manufacture Chemist, Laboratory Incharge, Laboratory Bench Chemist, Head Panman, Pan Incharge, Assistant Engineer (Mechanical), Assistant Engineer (Electrical), Workshop Engineer, Foreman (Mechanical), Draftsman I, Foreman (Electrical), Overseer, Cane Development Officer, Assistant Cane Development Officer, Cane Superintendent, Labour Officer, Welfare Officer, Factory Railway Superintendent, Motor / Tractor Foreman, Civil Engineer A-I & A-II, Office Superintendent, Accountant, Loco Foreman, Medical Officer, Personal Secretary, Sales Manager, Assistant Sales Manager, Store Purchase Officer, Assistant Works Manager, Transport Superintendent, Assistant Transport Superintendent
Semi-skilled	Mescartion Attendant, Molasses Recorder, Juice Recorder, P. H. Recorder (Phydrosen Ion Concentration), Male Tailor, Jouce Heater Attendant, Clarifier Attendant, Rotary Vacuum filter Attendant, Centrifugal Operator, Laboratory Boy, Bag Printing Machine Operator, Bag Sewing Machine Operator, ION Exchange Water Treatment Operator, Filter Cloth Washing Machine Operator, Electrical Helper, Engine Drive II, Belt man, Khalashi, Fireman, Pumpman, Motor Attendant, Oilman, Hammer man, Painter, Fitter Helper, Water Attendant, Tipper man, Cane Development Kamar, Loco Foreman, Trolley Line Mukadam, Building Mukadam, Guard, Sweeper, Jamadar, Jamadar, Store Boy.
Un-skilled	Juice Helper Mazdoor, Sulpher Over Mazdoor, Palledar / Hamal, Marker, Sample Boy, Mazdoor, Winder man, Watchman, Sweeper, Points man, Trollyman, Cleaner, Mali, Guest House Attendant, Cook, Pujasm.
40. Employment in Tanneries and Leather Manufactory.	
Skilled	Mechanics (Sanchawalas), Assistant Mechanics, Ring Makers Mistry (Cutter), Person Employed in Staking, Spliting, Glazing, Shaving, Rolling, Fleshing with Machine or otherwise.
Semi-skilled	Shoes Makers, Dyers, Stichers, Polishers, Man Incharges of the Drums, Tableman, Persons employed in Sewing, Belt Finishing, Nailing, Hydraulic Press, Harness and Sole Setting Department, Stiching
Un-skilled	Machine Helpers, Tab Yard Workers, Line Yard Workers, Cartmen, Milkatman, Lace Cutters, Workers Preparing Bolts, Workers doing Repairing Works, Workers is Belting and Buffers, Other Miscellaneous Workers.
41. Employment in any Tobacco Processing Establishment .	
Skilled	Supervisor, Wireman, Fitter, Accountant, Cashier, Clerk, Typist.

Semi-skilled	Press Operator, Mukadam, Marker, Fireman, Oilman, Machine Deliverymen.
Un-skilled	Mazdoor, Watchman, Miscellaneous Workers, Peon
42. Employment in any Woolen Carpet Making or Shawl Weaving Establishment.	
Skilled	
Semi-skilled	
Un-skilled	
43. Employments in any Shop or Commercial Establishment other than that covered under any of the other entries in the schedule of Part I of the said Act.	
Skilled	<p>Manager, Head Munim, Secretary, Head Cashier, Stenographer, Head Clerk, Office Superintendent, Head Salesman, Employee who works efficiently by exercising considerable independent judgement discharges his duties with responsibility and possesses thorough and comprehensive knowledge of trade, craft or industry in which he is employed.</p> <p>Junior Clerk, Bill Clerk, Ugharani Clerk, Delivery Clerk, Typist, Munim, Cashier, Accountants, Salesman, Sales Clerk, Compounder, Driver.</p> <p>Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.</p>
Semi-skilled	<p>Packer, Builder, Tollatas, Shop Asstt., Employees who performs duties assigned to him of a relatively narrow job involving routine operations</p> <p>Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.</p>
Un-skilled	<p>Peon, Messenger, Watchman, Mazdoor, Employee who performs duties of simple nature and physical exertion.</p> <p>Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.</p>
44. Employment in Non-teaching Staff in Private Non-Grant-in-Aid Educational Institution	
Skilled	<p>Gruhpati, Gruhmata, Manager, Secretary, Office Superintendent, Head Clark, Senior Clerk, Head Accountant, Head Munim, Head Cahier, Stenographer, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.</p> <p>Junior Clerk, Typist, Munim, Cashior, Accountant, Compounder, Electrician, Telephone Operator, Driver, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.</p>
Semi-skilled	<p>Cook, Carpenter, Mason, Blacksmith, Plumber, Fitter, Pumpman, Wireman, Conductor, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing enteries.</p>

Un-skilled	Peon, Watchman, Mazdoor, Sfai Kamdar, Watchman Cum Peon, Cleaner, Aaya, Gardner(Mali), Hamal, Helper, Groundman, Office boy, Hostel boy, Cooking Asstt., Employees by whatever name called doing work of the nature done by the persons falling under any of the foregoing entries
45. Employment in Zardosi Work	
Skilled	
Semi-skilled	
Un-skilled	
46. Employment in Private Security Guard Services.	
Skilled	Manager, Security Officers, Gunman (Licensee)
	Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	Office Assistant, Clerk, Accountant, Head Watchman.
	Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Un-skilled	Watchman, Office Boy, Peon, Security Guard.
	Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.

By Order and in the name of the Governor of Gujarat

Ajit Mavani,

Under Secretary to Government.

